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1980 COTH SURVEY OF HOUSE STAFF STIPENDS, BENEFITS, AND FUNDING

November, 1980

Department of Teaching Hospitals
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INTRODUCTION

The Department of Teaching Hospitals of the Association of American Medical Colleges is pleased to present the results of the 13th annual COTH Survey of House Staff Stipends, Benefits, and Funding. The purpose of the survey is to provide comparative data on house staff financing to Council of Teaching Hospital (COTH) members as well as other interested organizations and individuals. House staff stipend and benefit data are presented in the aggregate and by hospital location, type of affiliation, ownership, and bed size. In addition, average total expenditures for house staff and the sources used to fund these costs are included in the report.

The survey results are based on a questionnaire (Appendix A) which was sent to all 407 COTH members in April, 1980. A total of 342 hospitals provided responses that could be used in whole or in part, constituting an 84 percent response rate. Participation was high from all geographic regions and from various categories of hospitals (Appendix B). This high response rate, coupled with the fact that approximately 80 percent of all residency positions in the country are in COTH member hospitals, make it reasonable to assume that the data presented in the 1980 survey are representative of all teaching hospitals.

Two individuals deserve special recognition for their efforts in preparing the survey report. Maryn Goodson of the AAMC's Computer Services provided the data processing assistance necessary to compile the tables, and Melody Bishop coordinated the data entry and typed the final report. The participating hospitals also deserve thanks, not only for their prompt responses, but for the frequent questions and suggestions which help us make the survey consistent with their changing needs.

Peter W. Butler
Department of Teaching Hospitals

CHAPTER ONE

HOUSE STAFF STIPENDS

This chapter presents nationwide house staff stipends as well as stipend levels by hospital location, type of affiliation, ownership, and bed size. These data are displayed for the 25th percentile, mean, median, and 75th percentile by year of training. Dollar and percentage changes from 1979-80 to 1980-81 are also provided.

NATIONWIDE DATA (Tables 1-4)

Based on responses from 318 hospitals, the average nationwide stipend for first year residents in 1980-81 is $16,017 with a range of approximately $2,000 between the 25th and 75th percentile figures. The mean first year stipend for 1980-81 is $1,164 or 7.8 percent higher than in 1979-80 (Table 2). The percentage increase is higher than the 6.5 percent figure reported last year and is the highest since 1975-76 when first year stipends rose 9.2 percent over the previous year (Appendix C).

The dollar increases for stipends are greater for higher post-MD years of training, but the percentage increases in mean stipends are approximately the same for all six years of training. Another way to display differences in stipend levels by year of training is to create an index by dividing the stipend in each year by the stipend in the first post-MD year. Applying this method, Table 3 reflects that the average stipend level for the sixth year of training is about 30 percent higher than that for the first.

For those concerned about the relative financial position of residents advancing from one post-MD year to the next, Table 4 reveals that a second year resident who began his/her training last year is receiving an average of $2,288

more than in 1979-80. This increase translates into an overall annual increase of 15.4 percent -- approximately half of which is attributable to a raise in second year resident stipends and half of which is due to the advancement from first to second post-MD year.

GEOGRAPHIC REGION (Tables 5-10)

For the purpose of this survey, COTH membership is divided into four geographic regions: Northeast, South, Midwest, and West. The states falling into these regions are illustrated in Appendix D. Tables 5-8 report data for each of these regions, and Tables 9-10 display comparative median stipends and increases.

First year median stipends by region are similar with the exception of the South where the median stipend is 10 percent below the nationwide median. The range among the regions is more pronounced for the more advanced years of training. The South drops to about 88 percent of the national averages for residents in their second through sixth years of training. On the other hand, the Western region is at the nationwide median for the first year of training, but is over 110 percent of the nationwide median for years four through six.

The dollar and percentage increases from 1979-80 to 1980-81 shown in Table 10 demonstrate that some regional differences widened during the past year. Specifically, percentage increases in median stipends in the West exceeded 10 percent for three of the six years of training. In contrast, increases in median stipends in the other three regions were mostly between seven and nine percent. These regional differences were less pronounced for increases in mean stipends.

AFFILIATION RELATIONSHIP (Tables 11-15)

The stipend data for affiliation relationships use three classifications: university-owned hospitals, major affiliations, and limited affiliations. These categories are a modification of those used by the Liaison Committee on Graduate Medical Education in its annual Directory of Residency Training Programs. That survey uses four classifications: major, limited, graduate, and unaffiliated. This report separates university-owned hospitals from the major affiliate category and combines the limited and graduate categories. Because only eight responding COTH members fall under the unaffiliated classification, their data appear in the nationwide figures but are not reported separately.

Although the relationship between average stipends and type of affiliation is not as strong as the regional relationships, there is evidence that the degree of affiliation is inversely related to median stipend level. Table 14 shows that stipends are consistently two to four percent below the national averages at university-owned hospitals while limited affiliates are three to seven percent above the nationwide medians depending on year of training.

Dollar and percentage increases in median stipends were greatest in the limited affiliate category and lowest in the university-owned group. However, differences in increases in median stipends were not large, and similar differences among the three groups were not reported for increases in mean stipends.

HOSPITAL OWNERSHIP (Tables 16-22)

There are five categories of hospital ownership used for this survey: state-owned, municipally-owned (city and county), church-owned, Veterans Administration, and other, nonprofit. The stipend levels for these ownership classifications are presented in Tables 16-20 followed by comparative median stipends and increases in the past year in Tables 21-22.

Differences in stipend levels by hospital ownership are present with state-owned hospitals deviating the most from the norm. Stipends for first year residents in these hospitals are an average of $857 lower than the overall first year median. The other two public hospital categories (municipally-owned and Veterans Administration) also reported stipends below national averages, although the stipends for these groups are slightly higher than those in the state-owned institutions. The other, nonprofit group of hospitals is the only category with stipends consistently above nationwide figures. Minor differences in increases by sponsorship for the past year exist, but they did not result in changes in the relative stipend levels among the ownership categories.

HOSPITAL BED SIZE (Tables 23-28)

The bed size categories were established to create four quartiles for COTH member hospitals: 385 or fewer beds, 386-512 beds, 513-695 beds, and 696 or more beds. The stipend data using these delineations are reported in Tables 23-28.

In general, no patterns between hospital bed size and stipend levels appear to exist. However, one category, 386-512 beds, did report figures lower than the nationwide averages. For this group, stipends range from $492 to $838 below the nationwide stipend averages for the fifth and second years of training. Increases in stipends over last year did not vary significantly among the bed size categories.

CITY (Tables 29-44)

As has been the practice in previous surveys, stipend data are presented for all cities which have four or more responding hospitals. Mean figures, as

well as the lowest and highest stipends are provided. Data are displayed in Tables 29-44 for the following 14 cities:

City	Table
Baltimore, Maryland	29
Boston, Massachusetts	30
Chicago, Illinois	31
Cleveland, Ohio	32
Detroit, Michigan	33
Hartford, Connecticut	34
Indianapolis, Indiana	35
Los Angeles, California	36
Nashville, Tennessee	37
New York City, New York	38
Philadelphia, Pennsylvania	39
Pittsburgh, Pennsylvania	40
Providence, Rhode Island	41
San Francisco, California	42
St. Louis, Missouri	43
Washington, D.C.	44

CHIEF RESIDENTS' STIPEND DIFFERENTIALS (Table 45)

Many hospitals offer chief residents stipends which are higher than those offered to other residents in the same year of training. Table 45 shows median stipend differentials for residents in four specialties: medicine, surgery, pediatrics, and Ob-Gyn. The median nationwide figures reflect virtually identical differentials for these four specialties. However, caution should be used in interpreting these figures. The extremely wide range in the differentials reported suggests that the responsibilities a chief resident assumes and/or the corresponding reward system (financial and otherwise) for these tasks vary dramatically by hospital.

Table 1

Nationwide House Staff Stipends for 1980-81 and 1979-80,
By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	318	$15,000	$15,927	$16,017	$16,985
2nd Post-MD Year	318	15,900	17,139	17,141	18,120
3rd Post-MD Year	318	16,784	18,001	18,135	19,099
4th Post-MD Year	316	17,800	18,892	19,109	20,202
5th Post-MD Year	302	18,514	19,700	20,058	21,337
6th Post-MD Year	229	19,340	20,838	21,052	22,919
		1979-80			
1st Post-MD Year	318	13,968	14,848	14,853	15,750
2nd Post-MD Year	318	14,800	15,809	15,897	16,683
3rd Post-MD Year	318	15,500	16,701	16,825	17,600
4th Post-MD Year	316	16,400	17,650	17,731	18,618
5th Post-MD Year	302	17,200	18,477	18,616	19,688
6th Post-MD Year	229	17,895	19,293	19,513	21,027

Table 2

Dollar and Percentage Increases in Average Nationwide House Staff Stipends for 1980-81 Compared with 1979-80, By Year of Training

	Dollar Increases		Percentage Increases	
	Median	Mean	Median	Mean
1st Post-MD Year	$1,079	$1,164	7.3%	7.8%
2nd Post-MD Year	1,330	1,244	8.4	7.8
3rd Post-MD Year	1,300	1,310	7.8	7.8
4th Post-MD Year	1,242	1,378	7.0	7.8
5th Post-MD Year	1,223	1,442	6.6	7.7
6th Post-MD Year	1,545	1,539	8.0	7.9

Table 3

Index Values for Average Nationwide House Staff Stipends for 1980-81, By Year of Training

Year of Training	Index Value: 1980-81* Median	Mean
1st Post-MD Year	1.00	1.00
2nd Post-MD Year	1.08	1.07
3rd Post-MD Year	1.13	1.13
4th Post-MD Year	1.19	1.19
5th Post-MD Year	1.24	1.25
6th Post-MD Year	1.31	1.31

* The index value is computed by dividing the median and mean stipends in each year by the median and mean stipends in the first post-MD year (the base year).

Table 4

Dollar and Percentage Increases in Nationwide Median House Staff Stipends Received By a Cohort of Residents

Year of Training		Dollar Increases		Percentage Increases	
1980-81	1979-80	Median	Mean	Median	Mean
1st Post-MD Yr	-	-	-	-	-
2nd Post-MD Yr	1st Post-MD Yr	$2,291**	$2,288	15.4%	15.4%
3rd Post-MD Yr	2nd Post-MD Yr	2,192	2,238	13.9	14.1
4th Post-MD Yr	3rd Post-MD Yr	2,191	2,284	13.1	13.6
5th Post-MD Yr	4th Post-MD Yr	2,050	2,327	11.6	13.1
6th Post-MD Yr	5th Post-MD Yr	2,361	2,436	12.8	13.1

** $2,291 represents the increase in the median stipend from 1st Post-MD Year of Training (1979-80) to 2nd Post-MD Year of Training (1980-81).

Table 5

Northeastern Region: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	129	$15,700	$16,400	$16,755	$17,600
2nd Post-MD Year	130	16,569	17,516	17,922	18,600
3rd Post-MD Year	130	17,450	18,651	19,022	19,700
4th Post-MD Year	129	18,435	19,625	20,022	21,000
5th Post-MD Year	123	19,349	20,550	21,000	22,500
6th Post-MD Year	88	20,515	21,931	22,357	24,289
		1979-80			
1st Post-MD Year	129	14,622	15,155	15,590	16,200
2nd Post-MD Year	130	15,520	16,301	16,692	17,200
3rd Post-MD Year	130	16,375	17,202	17,726	18,143
4th Post-MD Year	129	17,250	18,080	18,651	19,200
5th Post-MD Year	123	18,278	19,100	19,604	20,600
6th Post-MD Year	88	19,200	20,301	20,803	22,259

Table 6

Southern Region: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	62	$13,665	$14,331	$14,392	$15,144
2nd Post-MD Year	62	14,500	15,081	15,216	16,044
3rd Post-MD Year	62	15,226	15,834	15,999	17,004
4th Post-MD Year	61	16,000	16,630	16,809	17,944
5th Post-MD Year	59	16,500	17,400	17,699	18,904
6th Post-MD Year	48	17,000	18,379	18,352	19,774
		1979-80			
1st Post-MD Year	62	12,626	13,249	13,291	13,968
2nd Post-MD Year	62	13,375	14,005	14,058	14,655
3rd Post-MD Year	62	14,008	14,702	14,799	15,381
4th Post-MD Year	61	14,725	15,500	15,548	16,206
5th Post-MD Year	59	15,379	16,236	16,356	17,045
6th Post-MD Year	48	15,910	17,018	17,066	17,895

Table 7

Midwestern Region: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	87	$15,288	$16,315	$16,094	$17,000
2nd Post-MD Year	86	16,278	17,200	16,980	17,850
3rd Post-MD Year	86	17,000	18,000	17,776	18,729
4th Post-MD Year	86	18,000	18,850	18,642	19,550
5th Post-MD Year	82	18,695	19,660	19,489	20,446
6th Post-MD Year	63	19,488	20,600	20,454	21,353
		1979-80			
1st Post-MD Year	87	14,200	15,000	14,909	15,825
2nd Post-MD Year	86	15,000	15,809	15,743	16,632
3rd Post-MD Year	86	15,775	16,667	16,442	17,298
4th Post-MD Year	86	16,662	17,450	17,269	17,944
5th Post-MD Year	82	17,291	18,150	18,071	18,907
6th Post-MD Year	63	18,000	18,900	18,836	19,820

Table 8

Western Region: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	40	$15,097	$15,928	$15,992	$16,761
2nd Post-MD Year	40	16,070	17,920	17,934	18,828
3rd Post-MD Year	40	17,075	19,519	19,332	20,424
4th Post-MD Year	40	18,080	21,075	20,680	22,033
5th Post-MD Year	38	19,208	22,389	21,900	23,400
6th Post-MD Year	30	20,090	23,111	22,800	24,198
		1979-80			
1st Post-MD Year	40	14,020	14,516	14,775	15,446
2nd Post-MD Year	40	14,950	15,995	16,496	17,146
3rd Post-MD Year	40	16,020	17,864	17,202	18,400
4th Post-MD Year	40	16,820	18,518	19,084	19,900
5th Post-MD Year	38	17,755	19,690	20,104	21,100
6th Post-MD Year	30	18,690	21,496	21,070	21,800

Table 9

A Comparison of Median House Staff Stipends for 1980-81,
By Year of Training and Geographic Region

Year of Training	1980-81 Median Stipend, by Region				
	Northeastern	Southern	Midwestern	Western	Nationwide
1st Post-MD Year	$16,400	$14,331	$16,315	$15,928	$15,927
2nd Post-MD Year	17,516	15,081	17,200	17,920	17,139
3rd Post-MD Year	18,651	15,834	18,000	19,519	18,001
4th Post-MD Year	19,625	16,630	18,850	21,075	18,892
5th Post-MD Year	20,550	17,400	19,660	22,389	19,700
6th Post-MD Year	21,931	18,379	20,600	23,111	20,838
	1980-81 Median Stipend as Percent of Nationwide Median, by Region				
1st Post-MD Year	103.0%	90.0%	102.4%	100.0%	100.0%
2nd Post-MD Year	102.2	88.0	100.4	104.6	100.0
3rd Post-MD Year	103.6	87.8	100.0	108.4	100.0
4th Post-MD Year	103.9	88.0	99.8	111.6	100.0
5th Post-MD Year	104.3	88.3	99.8	113.6	100.0
6th Post-MD Year	105.2	88.2	98.9	110.9	100.0

Table 10

Dollar and Percentage Increases in Average Regional House Staff Stipends for 1980-81 Compared with 1979-80, By Year of Training

	Dollar Increases, by Region							
	Northeastern		Southern		Midwestern		Western	
Year of Training	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,245	$1,165	$1,082	$1,101	$1,315	$1,185	$1,412	$1,217
2nd Post-MD Year	1,215	1,230	1,076	1,158	1,391	1,237	1,925	1,438
3rd Post-MD Year	1,449	1,296	1,132	1,200	1,333	1,334	1,655	2,130
4th Post-MD Year	1,545	1,371	1,130	1,261	1,400	1,373	2,557	1,596
5th Post-MD Year	1,450	1,396	1,164	1,343	1,510	1,418	2,699	1,796
6th Post-MD Year	1,630	1,554	1,361	1,286	1,700	1,618	1,615	1,730
	Percentage Increases, by Region							
1st Post-MD Year	8.2%	7.5%	8.2%	8.3%	8.8%	8.0%	9.7%	8.2%
2nd Post-MD Year	7.4	7.4	7.7	8.2	8.8	8.0	12.0	8.7
3rd Post-MD Year	8.4	7.3	7.7	8.1	8.0	8.1	9.3	12.4
4th Post-MD Year	8.5	7.4	7.3	8.1	8.0	8.0	13.8	8.3
5th Post-MD Year	7.6	7.1	7.2	8.2	8.3	7.9	13.7	8.8
6th Post-MD Year	8.0	7.5	8.0	7.5	9.0	8.6	7.5	8.2

Table 11

University-Owned Hospitals: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	51	$14,300	$15,618	$15,481	$16,452
2nd Post-MD Year	51	14,900	16,556	16,511	17,644
3rd Post-MD Year	51	15,900	17,400	17,469	18,500
4th Post-MD Year	51	16,700	18,142	18,444	19,500
5th Post-MD Year	51	17,663	19,085	19,396	20,570
6th Post-MD Year	47	18,600	20,400	20,413	21,810
		1979-80			
1st Post-MD Year	51	13,193	14,470	14,231	15,085
2nd Post-MD Year	51	13,941	15,485	15,202	16,299
3rd Post-MD Year	51	14,700	16,110	16,089	17,100
4th Post-MD Year	51	15,500	16,955	16,995	18,008
5th Post-MD Year	51	16,355	17,755	17,856	19,000
6th Post-MD Year	47	17,208	19,208	18,842	19,960

Table 12

Major Affiliate: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	218	$15,000	$15,927	$16,015	$17,000
2nd Post-MD Year	217	15,950	17,110	17,112	18,007
3rd Post-MD Year	217	16,750	18,000	18,081	19,000
4th Post-MD Year	215	17,800	18,850	19,054	20,150
5th Post-MD Year	206	18,538	19,660	19,992	21,070
6ht Post-MD Year	155	19,340	20,600	21,078	22,950
		1979-80			
1st Post-MD Year	218	13,968	14,847	14,882	15,800
2nd Post-MD Year	217	14,730	15,800	15,911	16,652
3rd Post-MD Year	217	15,460	16,670	16,823	17,527
4th Post-MD Year	215	16,331	17,498	17,727	18,618
5th Post-MD Year	206	17,200	18,279	18,602	19,548
6th Post-MD Year	155	17,745	19,030	19,561	21,200

Table 13

Limited Affiliate: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	41	$15,620	$16,499	$16,480	$17,334
2nd Post-MD Year	42	16,600	17,768	17,829	18,600
3rd Post-MD Year	42	17,553	18,803	18,948	19,776
4th Post-MD Year	42	18,381	19,846	19,959	21,074
5th Post-MD Year	37	19,256	21,000	21,112	22,476
6th Post-MD Year	23	20,036	21,806	21,943	23,110
		1979-80			
1st Post-MD Year	41	14,445	15,150	15,242	16,099
2nd Post-MD Year	42	15,281	16,443	16,435	16,910
3rd Post-MD Year	42	16,020	17,276	17,460	18,000
4th Post-MD Year	42	17,250	18,202	18,411	19,300
5th Post-MD Year	37	18,000	19,302	19,503	20,520
6th Post-MD Year	23	18,392	20,113	20,369	21,648

Table 14

A Comparison of Median House Staff Stipends for 1980-81,
By Year of Training and Hospital Affiliation

Year of Training	1980-81 Median Stipend, by Affiliation Relationship			
	University-Owned	Major Affiliate	Limited Affiliate	Nationwide
1st Post-MD Year	$15,618	$15,927	$16,499	$15,927
2nd Post-MD Year	16,556	17,110	17,768	17,139
3rd Post-MD Year	17,400	18,000	18,803	18,001
4th Post-MD Year	18,142	18,850	19,846	18,892
5th Post-MD Year	19,085	19,660	21,000	19,700
6th Post-MD Year	20,400	20,600	21,806	20,838
	1980-81 Median Stipend as Percent of Nationwide Median Stipend, by Affiliation Relationship			
1st Post-MD Year	98.1%	100.0%	103.6%	100.0%
2nd Post-MD Year	96.6	99.8	103.7	100.0
3rd Post-MD Year	96.7	100.0	104.5	100.0
4th Post-MD Year	96.0	99.8	105.1	100.0
5th Post-MD Year	96.9	99.8	106.6	100.0
6th Post-MD Year	97.9	98.9	104.6	100.0

Table 15

Dollar and Percentage Increases in Average House Staff Stipends, By Affiliation Relationship, for 1980-81 Compared with 1979-80, By Year of Training

Year of Training	Dollar Increases, by Affiliation Relationship					
	University-Owned		Major Affiliate		Limited Affiliate	
	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,148	$1,250	$1,080	$1,133	$1,349	$1,238
2nd Post-MD Year	1,071	1,309	1,310	1,201	1,325	1,394
3rd Post-MD Year	1,290	1,380	1,330	1,258	1,527	1,488
4th Post-MD Year	1,187	1,449	1,352	1,337	1,644	1,548
5th Post-MD Year	1,330	1,540	1,381	1,390	1,698	1,609
6th Post-MD Year	1,192	1,571	1,570	1,517	1,693	1,574
	Percentage Increases, by Affiliation Relationship					
1st Post-MD Year	7.9%	8.8%	7.3%	7.6%	8.9%	8.1%
2nd Post-MD Year	6.9	8.6	8.3	7.6	8.1	8.5
3rd Post-MD Year	7.9	8.6	8.0	7.5	8.9	8.5
4th Post-MD Year	7.0	8.5	7.7	7.6	9.0	8.4
5th Post-MD Year	7.5	8.6	7.6	7.5	8.8	8.2
6th Post-MD Year	6.2	8.3	8.3	7.8	8.4	7.7

Table 16

State-Owned Hospitals: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	37	$14,097	$15,070	$14,936	$15,800
2nd Post-MD Year	37	14,844	16,070	15,896	16,800
3rd Post-MD Year	37	15,684	17,000	16,787	17,721
4th Post-MD Year	37	16,524	17,801	17,702	18,891
5th Post-MD Year	36	17,273	18,605	18,771	19,856
6th Post-MD Year	33	18,600	19,715	19,714	20,956
		1979-80			
1st Post-MD Year	37	13,092	14,020	13,845	14,750
2nd Post-MD Year	37	13,848	14,900	14,757	15,545
3rd Post-MD Year	37	14,680	15,500	15,582	16,645
4th Post-MD Year	37	15,454	16,499	16,433	17,668
5th Post-MD Year	36	16,106	17,001	17,396	18,547
6th Post-MD Year	33	17,200	18,165	18,280	19,348

Table 17

Municipally-Owned Hospitals: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	28	$14,850	$15,548	$15,774	$17,052
2nd Post-MD Year	28	15,600	16,447	17,323	19,067
3rd Post-MD Year	28	16,350	17,325	18,424	20,511
4th Post-MD Year	28	17,100	18,356	19,468	21,956
5th Post-MD Year	28	17,850	19,495	20,468	22,905
6th Post-MD Year	23	18,600	20,036	21,518	24,717
		1979-80			
1st Post-MD Year	28	13,296	14,311	14,634	15,836
2nd Post-MD Year	28	14,052	15,224	16,002	17,565
3rd Post-MD Year	28	14,832	15,975	17,130	18,992
4th Post-MD Year	28	15,564	17,473	18,153	19,760
5th Post-MD Year	28	16,296	18,226	19,108	20,500
6th Post-MD Year	23	17,088	18,780	19,931	23,005

Table 18

Church-Owned Hospitals: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	32	$15,500	$15,914	$16,475	$17,340
2nd Post-MD Year	32	16,328	16,766	17,469	18,309
3rd Post-MD Year	32	17,094	17,659	18,437	19,186
4th Post-MD Year	32	17,946	18,701	19,301	20,176
5th Post-MD Year	29	19,000	19,675	20,256	21,337
6th Post-MD Year	17	20,500	21,403	21,847	22,630
		1979-80			
1st Post-MD Year	32	14,200	14,952	15,117	15,897
2nd Post-MD Year	32	15,000	15,852	16,060	16,780
3rd Post-MD Year	32	15,755	16,776	16,983	17,700
4th Post-MD Year	32	16,600	17,656	17,768	18,512
5th Post-MD Year	29	17,496	18,650	18,604	19,398
6th Post-MD Year	17	18,800	19,945	19,911	20,758

Table 19

Other, Nonprofit Hospitals*: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	159	$15,544	$16,315	$16,320	$17,000
2nd Post-MD Year	160	16,495	17,441	17,436	18,100
3rd Post-MD Year	160	17,250	18,301	18,451	19,100
4th Post-MD Year	158	18,050	19,250	19,464	20,202
5th Post-MD Year	149	19,000	20,250	20,449	21,732
6th Post-MD Year	100	20,249	21,494	21,652	23,262
		1979-80			
1st Post-MD Year	159	14,300	15,075	15,113	15,750
2nd Post-MD Year	160	15,200	16,000	16,125	16,700
3rd Post-MD Year	160	15,996	17,012	17,066	17,600
4th Post-MD Year	158	16,850	17,883	18,009	18,700
5th Post-MD Year	149	17,755	18,800	18,951	20,000
6th Post-MD Year	100	18,600	19,821	20,054	21,438

* Excludes governmental and church-owned hospitals.

Table 20

Veterans Administration Hospitals: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	62	$14,600	$15,763	$15,760	$17,184
2nd Post-MD Year	61	15,517	16,641	16,866	18,200
3rd Post-MD Year	61	16,300	17,406	17,831	19,238
4th Post-MD Year	61	17,150	18,244	18,779	19,920
5th Post-MD Year	60	17,850	19,101	19,573	20,674
6th Post-MD Year	56	18,600	19,962	20,337	21,384
		1979-80			
1st Post-MD Year	62	13,562	14,514	14,751	15,877
2nd Post-MD Year	61	14,330	15,500	15,857	16,700
3rd Post-MD Year	61	15,092	16,287	16,726	17,770
4th Post-MD Year	61	15,840	17,093	17,583	18,550
5th Post-MD Year	60	16,536	17,843	18,293	19,080
6th Post-MD Year	56	17,258	18,579	18,983	20,045

Table 21

A Comparison of Median House Staff Stipends for 1980-81,
By Year of Training and Hospital Ownership

Year of Training	1980-81 Median Stipend, by Hospital Ownership					
	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit	Veterans Administration	Nationwide
1st Post-MD Year	$15,070	$15,548	$15,914	$16,315	$15,763	$15,927
2nd Post-MD Year	16,070	16,447	16,766	17,441	16,641	17,139
3rd Post-MD Year	17,000	17,325	17,659	18,301	17,406	18,001
4th Post-MD Year	17,801	18,356	18,701	19,250	18,244	18,892
5th Post-MD Year	18,605	19,495	19,675	20,250	19,101	19,700
6th Post-MD Year	19,715	20,036	21,403	21,494	19,962	20,838
	1980-81 Median Stipend as Percent of Nationwide Median, by Hospital Ownership					
1st Post-MD Year	94.6%	97.6%	99.9%	102.4%	99.0%	100.0%
2nd Post-MD Year	93.8	96.0	97.8	101.8	97.1	100.0
3rd Post-MD Year	94.4	96.2	98.1	101.7	96.7	100.0
4th Post-MD Year	94.2	97.2	99.0	101.9	96.6	100.0
5th Post-MD Year	94.4	99.0	99.9	102.8	97.0	100.0
6th Post-MD Year	94.6	96.2	102.7	103.1	95.8	100.0

Table 22

Dollar and Percentage Increases in Average House Staff Stipends, By Hospital Ownership, for 1980-81 Compared with 1979-80, By Year of Training

Year of Training	State-Owned		Municipally-Owned		Church-Owned		Other, Nonprofit		Veterans Administration	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean	Median	Mean
	Dollar Increases, by Hospital Ownership									
1st Post-MD Year	$1,050	$1,091	$1,237	$1,140	$ 962	$1,358	$1,240	$1,207	$1,249	$1,009
2nd Post-MD Year	1,170	1,139	1,223	1,321	914	1,409	1,441	1,311	1,141	1,009
3rd Post-MD Year	1,500	1,205	1,350	1,294	883	1,454	1,289	1,385	1,119	1,205
4th Post-MD Year	1,302	1,269	883	1,315	1,045	1,533	1,367	1,455	1,151	1,196
5th Post-MD Year	1,604	1,375	1,269	1,360	1,025	1,652	1,450	1,498	1,258	1,280
6th Post-MD Year	1,550	1,434	1,256	1,587	1,458	1,936	1,673	1,598	1,383	1,354
	Percentage Increases, by Hospital Ownership									
1st Post-MD Year	7.5%	7.9%	8.6%	7.8%	6.4%	9.0%	8.2%	8.0%	8.6%	6.8%
2nd Post-MD Year	7.9	7.7	8.0	8.3	5.8	8.8	9.0	8.1	7.4	6.4
3rd Post-MD Year	9.7	7.7	8.5	7.6	5.3	8.6	7.6	8.1	6.9	6.6
4th Post-MD Year	7.9	7.7	5.1	7.2	5.9	8.6	7.6	8.1	6.7	6.8
5th Post-MD Year	9.4	7.9	7.0	7.1	5.5	8.9	7.7	7.9	7.1	7.0
6th Post-MD Year	8.5	7.8	6.7	8.0	7.3	9.7	8.4	8.0	7.4	7.1

Table 23

Hospitals with 385 or Fewer Beds: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	76	$15,150	$15,981	$15,993	$16,954
2nd Post-MD Year	77	16,400	17,139	17,182	18,133
3rd Post-MD Year	77	17,075	18,200	18,239	19,270
4th Post-MD Year	77	18,000	19,146	19,256	20,500
5th Post-MD Year	70	18,700	20,445	20,329	21,900
6th Post-MD Year	50	19,695	21,501	21,331	23,262
		1979-80			
1st Post-MD Year	76	14,020	14,891	14,763	15,548
2nd Post-MD Year	77	15,050	15,818	15,850	16,780
3rd Post-MD Year	77	15,900	16,855	16,859	17,800
4th Post-MD Year	77	16,700	17,800	17,800	18,800
5th Post-MD Year	70	17,430	18,930	18,810	20,028
6th Post-MD Year	50	21,438	19,938	19,751	17,845

Table 24

Hospitals with 386-512 Beds: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	83	$14,600	$15,350	$15,588	$16,575
2nd Post-MD Year	82	15,450	16,301	16,633	17,600
3rd Post-MD Year	82	16,227	17,176	17,564	18,416
4th Post-MD Year	80	16,999	18,245	18,554	19,300
5th Post-MD Year	77	18,000	19,208	19,442	20,250
6th Post-MD Year	59	18,850	20,104	20,300	21,250
		1979-80			
1st Post-MD Year	83	13,469	14,280	14,457	15,206
2nd Post-MD Year	82	14,325	15,133	15,408	16,204
3rd Post-MD Year	82	15,052	15,901	16,272	17,098
4th Post-MD Year	80	15,792	17,051	17,199	17,944
5th Post-MD Year	77	16,595	18,000	18,008	18,845
6th Post-MD Year	59	17,258	18,605	18,785	20,100

Table 25

Hospitals with 513-695 Beds: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	76	$15,408	$16,334	$16,230	$16,950
2nd Post-MD Year	76	16,328	17,401	17,399	18,031
3rd Post-MD Year	76	17,094	18,296	18,414	19,069
4th Post-MD Year	76	17,976	19,001	19,379	20,200
5th Post-MD Year	72	18,765	20,037	20,361	21,353
6th Post-MD Year	49	20,036	21,199	21,570	23,262
		1979-80			
1st Post-MD Year	76	14,180	15,101	15,108	15,825
2nd Post-MD Year	76	15,118	16,131	16,183	16,700
3rd Post-MD Year	76	15,900	17,071	17,136	17,500
4th Post-MD Year	76	16,660	17,848	18,044	18,618
5th Post-MD Year	72	17,430	18,628	18,962	20,010
6th Post-MD Year	49	18,525	19,750	20,055	21,800

Table 26

Hospitals with 696 or More Beds: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Number of Hospitals	25th Percentile	Median	Mean	75th Percentile
		1980-81			
1st Post-MD Year	83	$15,421	$16,000	$16,274	$17,200
2nd Post-MD Year	83	16,101	17,300	17,369	18,309
3rd Post-MD Year	83	16,946	18,100	18,346	19,480
4th Post-MD Year	83	17,700	19,000	19,262	20,448
5th Post-MD Year	83	18,575	19,900	20,139	21,337
6th Post-MD Year	71	19,340	20,900	21,124	22,323
		1979-80			
1st Post-MD Year	83	14,200	14,999	15,098	15,953
2nd Post-MD Year	83	14,992	15,900	16,164	16,800
3rd Post-MD Year	83	15,700	16,700	17,057	17,996
4th Post-MD Year	83	16,441	17,498	17,892	18,832
5th Post-MD Year	83	17,045	18,150	18,715	19,795
6th Post-MD Year	71	17,895	19,294	19,578	20,758

Table 27

A Comparison of Median House Staff Stipends for 1980-81,
By Year of Training and Hospital Bed Size

Year of Training	1980-81 Median Stipend, by Hospital Bed Size				
	385 or Fewer	386-512	513-695	696 or More	Nationwide
1st Post-MD Year	$15,981	$15,350	$16,334	$16,000	$15,927
2nd Post-MD Year	17,139	16,301	17,401	17,300	17,139
3rd Post-MD Year	18,200	17,176	18,296	18,100	18,001
4th Post-MD Year	19,146	18,245	19,001	19,000	18,892
5th Post-MD Year	20,445	19,208	20,037	19,900	19,700
6th Post-MD Year	21,501	20,104	21,199	20,900	20,838
	1980-81 Median Stipend as Percent of Nationwide Median, by Hospital Bed Size				
1st Post-MD Year	100.3%	96.4%	102.6%	100.5%	100.0%
2nd Post-MD Year	100.0	95.1	101.5	100.9	100.0
3rd Post-MD Year	101.1	95.4	101.6	100.6	100.0
4th Post-MD Year	101.3	96.6	100.6	100.6	100.0
5th Post-MD Year	103.8	97.5	101.7	101.0	100.0
6th Post-MD Year	103.2	96.5	101.7	101.3	100.0

Table 28

Dollar and Percentage Increases in House Staff Stipends, By Hospital Bed Size, for 1980-81 Compared with 1979-80, By Year of Training

Year of Training	Dollar Increases, by Hospital Bed Size							
	385 or Fewer		386-512		513-695		696 or More	
	Median	Mean	Median	Mean	Median	Mean	Median	Mean
1st Post-MD Year	$1,090	$1,230	$1,233	$1,122	$1,233	$1,122	$1,001	$1,176
2nd Post-MD Year	1,321	1,332	1,270	1,216	1,270	1,216	1,400	1,205
3rd Post-MD Year	1,345	1,380	1,225	1,278	1,225	1,278	1,400	1,289
4th Post-MD Year	1,346	1,456	1,153	1,335	1,153	1,335	1,502	1,370
5th Post-MD Year	1,515	1,519	1,409	1,399	1,409	1,399	1,750	1,424
6th Post-MD Year	1,563	1,580	1,449	1,515	1,449	1,515	1,606	1,546
	Percentage Increases, by Hospital Bed Size							
1st Post-MD Year	7.3%	8.3%	8.2%	7.4%	8.2%	7.4%	6.7%	7.8%
2nd Post-MD Year	8.4	8.4	7.9	7.5	7.9	7.5	8.8	7.5
3rd Post-MD Year	8.0	8.2	7.2	7.5	7.2	7.5	8.4	7.6
4th Post-MD Year	7.6	8.2	6.5	7.4	6.5	7.4	8.6	7.7
5th Post-MD Year	8.0	8.1	7.6	7.4	7.6	7.4	9.6	7.6
6th Post-MD Year	7.8	8.0	7.3	7.6	7.3	7.6	8.3	7.9

Table 29

Baltimore, Maryland: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$15,763	$15,710	$15,783	4
2nd Post-MD Year	16,553	16,475	16,600	4
3rd Post-MD Year	17,371	17,175	17,600	4
4th Post-MD Year	18,187	17,875	18,590	4
5th Post-MD Year	19,018	18,575	19,640	4
6th Post-MD Year	*	*	*	*
		1979-80		
1st Post-MD Year	14,720	14,622	14,775	4
2nd Post-MD Year	15,482	15,449	15,520	4
3rd Post-MD Year	16,269	16,175	16,375	4
4th Post-MD Year	17,056	16,875	17,302	4
5th Post-MD Year	17,846	17,575	18,278	4
6th Post-MD Year	*	*	*	*

* Fewer than four hospitals responded.

Table 30

Boston, Massachusetts: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$17,372	$13,800	$19,355	13
2nd Post-MD Year	18,303	14,600	20,306	13
3rd Post-MD Year	19,298	15,500	21,259	13
4th Post-MD Year	20,410	16,500	22,211	13
5th Post-MD Year	21,498	17,500	22,700	11
6th Post-MD Year	23,900	21,500	24,700	8
		1979-80		
1st Post-MD Year	16,058	13,469	17,595	13
2nd Post-MD Year	16,915	14,381	18,460	13
3rd Post-MD Year	17,760	15,191	19,326	13
4th Post-MD Year	18,842	16,331	20,192	13
5th Post-MD Year	19,964	17,399	21,200	11
6th Post-MD Year	21,794	19,000	22,800	8

Table 31

Chicago, Illinois: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$16,863	$15,250	$17,855	10
2nd Post-MD Year	17,794	16,056	19,276	10
3rd Post-MD Year	18,671	16,848	20,277	10
4th Post-MD Year	19,674	17,700	21,605	10
5th Post-MD Year	20,655	18,576	22,951	10
6th Post-MD Year	21,475	19,488	23,761	10
		1979-80		
1st Post-MD Year	15,712	14,497	16,588	10
2nd Post-MD Year	16,570	15,220	17,937	10
3rd Post-MD Year	17,375	15,972	18,864	10
4th Post-MD Year	18,309	16,779	20,094	10
5th Post-MD Year	19,174	17,613	21,340	10
6th Post-MD Year	19,922	18,476	22,090	10

Table 32

Cleveland, Ohio: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$16,631	$16,400	$17,184	6
2nd Post-MD Year	17,439	17,200	17,984	6
3rd Post-MD Year	18,222	18,000	18,784	6
4th Post-MD Year	19,097	18,850	19,634	6
5th Post-MD Year	19,897	19,700	20,484	6
6th Post-MD Year	20,797	20,600	21,384	5
		1979-80		
1st Post-MD Year	15,430	15,300	15,932	6
2nd Post-MD Year	16,100	15,950	16,652	6
3rd Post-MD Year	16,767	16,450	17,352	6
4th Post-MD Year	17,475	16,950	18,102	6
5th Post-MD Year	18,225	17,950	18,802	6
6th Post-MD Year	18,940	18,900	18,450	5

Table 33

Detroit, Michigan: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$16,859	$14,945	$17,521	9
2nd Post-MD Year	17,638	16,278	18,270	9
3rd Post-MD Year	18,358	16,987	19,069	9
4th Post-MD Year	19,147	18,264	19,968	9
5th Post-MD Year	19,940	18,942	20,916	9
6th Post-MD Year	20,606	19,639	21,800	7
		1979-80		
1st Post-MD Year	15,354	13,967	16,435	9
2nd Post-MD Year	16,109	15,213	16,910	9
3rd Post-MD Year	16,806	15,876	17,470	9
4th Post-MD Year	17,577	17,069	18,300	9
5th Post-MD Year	18,346	17,703	19,180	9
6th Post-MD Year	18,932	18,354	19,950	7

Table 34

Hartford, Connecticut: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$15,638	$15,150	$16,725	6
2nd Post-MD Year	16,579	16,100	17,675	6
3rd Post-MD Year	17,508	17,000	18,650	6
4th Post-MD Year	18,504	18,000	19,625	6
5th Post-MD Year	19,200	18,900	19,500	5
6th Post-MD Year	20,087	19,800	20,500	4
		1979-80		
1st Post-MD Year	14,322	14,200	14,480	6
2nd Post-MD Year	15,197	15,050	15,330	6
3rd Post-MD Year	16,055	15,900	16,180	6
4th Post-MD Year	16,947	16,700	17,080	6
5th Post-MD Year	17,786	17,600	17,900	5
6th Post-MD Year	18,620	18,400	18,800	4

Table 35

Indianapolis, Indiana: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1980-81				
1st Post-MD Year	$15,430	$14,850	$17,169	4
2nd Post-MD Year	16,277	15,600	18,309	4
3rd Post-MD Year	17,080	16,350	19,268	4
4th Post-MD Year	17,891	17,100	20,265	4
5th Post-MD Year	18,722	17,850	21,337	4
6th Post-MD Year	19,488	18,600	22,153	4
1979-80				
1st Post-MD Year	14,027	13,500	15,608	4
2nd Post-MD Year	14,848	14,250	16,641	4
3rd Post-MD Year	15,629	15,000	17,516	4
4th Post-MD Year	16,418	15,750	18,422	4
5th Post-MD Year	17,225	16,500	19,398	4
6th Post-MD Year	17,972	17,250	20,139	4

Table 36

Los Angeles, California: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1980-81				
1st Post-MD Year	$16,696	$15,097	$17,834	8
2nd Post-MD Year	20,156	17,911	21,264	8
3rd Post-MD Year	21,946	19,517	23,438	8
4th Post-MD Year	23,652	21,074	25,094	8
5th Post-MD Year	25,051	22,471	26,568	7
6th Post-MD Year	26,730	23,110	28,368	6
1979-80				
1st Post-MD Year	15,565	13,128	17,834	8
2nd Post-MD Year	18,348	14,652	21,189	8
3rd Post-MD Year	20,271	16,020	23,438	8
4th Post-MD Year	21,841	17,352	25,094	8
5th Post-MD Year	22,845	18,600	24,828	7
6th Post-MD Year	24,887	21,492	26,508	6

Table 37

Nashville, Tennessee: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1980-81				
1st Post-MD Year	$13,570	$13,194	$13,696	4
2nd Post-MD Year	14,331	13,669	14,552	4
3rd Post-MD Year	15,188	14,527	15,409	4
4th Post-MD Year	16,045	15,382	16,267	4
5th Post-MD Year	16,902	16,237	17,124	4
6th Post-MD Year	*	*	*	*
1979-80				
1st Post-MD Year	12,087	10,995	12,451	4
2nd Post-MD Year	12,769	11,391	13,229	4
3rd Post-MD Year	13,533	12,106	14,008	4
4th Post-MD Year	14,295	12,818	14,778	4
5th Post-MD Year	15,058	13,351	15,567	4
6th Post-MD Year	*	*	*	*

* Fewer than four hospitals responded.

Table 38

New York City, New York: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$19,145	$16,505	$21,837	24
2nd Post-MD Year	20,803	17,564	23,541	25
3rd Post-MD Year	22,506	18,219	25,233	25
4th Post-MD Year	23,386	18,891	26,035	25
5th Post-MD Year	24,182	19,547	27,118	25
6th Post-MD Year	24,604	20,208	28,332	21
		1979-80		
1st Post-MD Year	17,863	15,400	21,263	24
2nd Post-MD Year	19,418	15,564	22,917	25
3rd Post-MD Year	21,032	17,219	24,074	25
4th Post-MD Year	21,845	17,891	25,229	25
5th Post-MD Year	22,586	18,547	26,389	25
6th Post-MD Year	23,214	19,208	27,568	21

Table 39

Philadelphia, Pennsylvania: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$16,139	$14,800	$16,946	16
2nd Post-MD Year	17,225	15,600	18,372	16
3rd Post-MD Year	18,162	16,300	19,551	16
4th Post-MD Year	19,124	17,000	20,836	16
5th Post-MD Year	20,050	17,600	21,900	16
6th Post-MD Year	21,770	20,700	23,215	10
		1979-80		
1st Post-MD Year	14,957	14,100	15,548	16
2nd Post-MD Year	15,990	14,700	16,855	16
3rd Post-MD Year	16,880	15,300	17,937	16
4th Post-MD Year	17,783	16,000	19,116	16
5th Post-MD Year	18,741	16,600	20,072	16
6th Post-MD Year	20,167	19,200	21,200	10

Table 40

Pittsburgh, Pennsylvania: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$16,138	$15,927	$16,782	9
2nd Post-MD Year	17,349	17,139	18,007	9
3rd Post-MD Year	18,804	18,666	19,541	9
4th Post-MD Year	20,267	20,000	21,090	9
5th Post-MD Year	21,723	21,200	22,627	8
6th Post-MD Year	23,235	22,400	24,170	8
		1979-80		
1st Post-MD Year	14,775	14,452	15,300	9
2nd Post-MD Year	16,000	15,795	16,576	9
3rd Post-MD Year	17,340	17,202	17,996	9
4th Post-MD Year	18,686	18,450	19,419	9
5th Post-MD Year	20,067	19,700	20,842	8
6th Post-MD Year	21,489	20,800	22,259	8

Table 41

Providence, Rhode Island: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1980-81				
1st Post-MD Year	$16,355	$15,980	$16,954	5
2nd Post-MD Year	17,180	16,790	17,782	5
3rd Post-MD Year	18,069	17,670	18,676	5
4th Post-MD Year	19,203	18,785	19,810	5
5th Post-MD Year	20,503	20,065	21,114	5
6th Post-MD Year	21,977	21,518	22,591	5
1979-80				
1st Post-MD Year	15,198	15,075	15,690	5
2nd Post-MD Year	15,962	15,840	16,450	5
3rd Post-MD Year	16,793	16,670	17,287	5
4th Post-MD Year	17,842	17,720	18,331	5
5th Post-MD Year	19,054	18,930	19,548	5
6th Post-MD Year	20,424	20,300	20,918	5

Table 42

San Francisco, California: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
1980-81				
1st Post-MD Year	$16,189	$15,260	$17,590	6
2nd Post-MD Year	17,996	17,145	19,390	6
3rd Post-MD Year	19,458	18,404	21,190	6
4th Post-MD Year	20,787	19,607	22,590	6
5th Post-MD Year	22,084	20,811	23,890	6
6th Post-MD Year	*	*	*	*
1979-80				
1st Post-MD Year	14,781	14,000	15,964	6
2nd Post-MD Year	16,449	15,729	17,676	6
3rd Post-MD Year	17,786	16,933	19,281	6
4th Post-MD Year	18,997	18,100	20,565	6
5th Post-MD Year	20,177	19,200	21,732	6
6th Post-MD Year	*	*	*	*

* Fewer than four hospitals responded.

Table 43

St. Louis, Missouri: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Number of Hospitals
		1980-81		
1st Post-MD Year	$15,891	$15,785	$16,315	7
2nd Post-MD Year	16,867	16,500	17,744	7
3rd Post-MD Year	17,462	17,000	18,211	7
4th Post-MD Year	18,069	17,500	18,734	7
5th Post-MD Year	18,673	18,000	19,256	6
6th Post-MD Year	19,266	18,500	19,738	6
		1979-80		
1st Post-MD Year	15,020	14,890	15,323	7
2nd Post-MD Year	16,236	15,500	19,067	7
3rd Post-MD Year	16,368	16,000	16,993	7
4th Post-MD Year	16,937	16,500	17,472	7
5th Post-MD Year	17,518	17,000	17,951	6
6th Post-MD Year	17,911	17,469	18,392	6

Table 44

Washington, D.C.: House Staff Stipends for 1980-81 and 1979-80, By Year of Training

Year of Training	Mean	Lowest	Highest	Hospitals
1980-81				
1st Post-MD Year	$15,474	$14,310	$16,349	4
2nd Post-MD Year	17,161	15,900	18,040	4
3rd Post-MD Year	18,005	16,695	18,826	4
4th Post-MD Year	18,843	17,517	19,688	4
5th Post-MD Year	19,694	18,286	20,611	4
6th Post-MD Year	*	*	*	*
1979-80				
1st Post-MD Year	14,540	14,310	14,910	4
2nd Post-MD Year	16,144	15,900	16,560	4
3rd Post-MD Year	16,939	16,695	17,275	4
4th Post-MD Year	17,724	17,517	18,050	4
5th Post-MD Year	18,527	18,286	18,905	4
6th Post-MD Year	*	*	*	*

* Fewer than four hospitals responded.

Table 45

Annual Median Stipend Differential Provided to Chief Resident*

	Medicine	Surgery	Pediatrics	Ob-Gyn
Nationwide (N=342)	$1,200	$1,200	$1,199	$1,199
Geographic Region				
Northeastern (N=137)	1,484	1,484	1,470	1,495
Southern (N=69)	1,201	600	1,108	660
Midwestern (N=71)	1,199	1,190	1,197	1,183
Western (N=45)	1,200	1,185	700	683
Affiliation Relationship				
University-Owned (N=54)	1,196	600	650	650
Major Affiliate (N=237)	1,201	1,200	1,205	1,200
Limited Affiliate (N=43)	1,197	1,167	693	775
Hospital Ownership				
State-Owned (N=38)	1,003	600	625	650
Municipally-Owned (N=29)	1,433	1,408	1,216	1,200
Church-Owned (N=34)	1,000	750	1,154	1,000
Other, Nonprofit (N=173)	1,201	1,203	1,210	1,204
Veterans Administration (N=68)	1,322	1,024	**	**
Hospital Bed Size				
385 or Fewer (N=82)	1,198	1,183	1,200	1,025
386 - 512 (N=89)	1,205	1,200	1,200	802
513 - 695 (N=83)	1,196	1,188	1,000	1,050
696 or More (N=88)	1,426	1,196	1,223	1,200

* Excludes hospital not providing a differential.
** Position not in Veterans Administration Hospitals.

CHAPTER TWO

HOUSE STAFF BENEFITS

HEALTH BENEFITS (Tables 46-51)

Two types of questions were asked about health benefits for house staff and their dependents. The first relates to the benefit package offered and the second addresses the percentage of the health insurance paid by the hospital. The nationwide benefit coverage figures are presented in Table 46 and the benefits provided by geographic region, affiliation, ownership, and bed size appear in Tables 47-50. The percentage of the premium contributed by the hospital is shown in Table 51.

Hospitalization

Hospitalization is provided as a benefit for the resident in 96 percent of all hospitals surveyed. Only 12 hospitals or four percent reported no such coverage. While coverage for at least the house staff is uniformly high, dependent coverage varies. About three-fourths of the hospitals in the South, public hospitals (state-owned, municipally-owned, and Veterans Administration), and limited affiliates provided hospitalization for both house staff and dependents compared to 85 percent nationwide and over 90 percent for the private (church-owned and other, nonprofit) hospitals.

Major Medical

For the purposes of this study, major medical coverage was defined to include at least a portion of outpatient services. The responses to the question show that coverage for this benefit is only slightly less frequent than

hospitalization. Overall, 81 percent of the institutions offer major medical to house staff and dependents compared to 85 percent for hospitalization. The percentages for each of the hospital categories are also similar to those for the hospitalization benefit. Only the Midwest reported a significant difference in the frequency of these two benefits. In that region, hospitalization is provided to 91 percent of the house staffs and dependents, which is 12 percent more often than major medical is offered.

Dental

Unlike hospitalization and major medical coverage, dental coverage is not a benefit in a majority of the health insurance plans. Forty percent of all responding hospitals provided dental coverage for house staff. Dependents are covered in eight percent of those surveyed. Most notable in differences in frequency of dental coverage is the South where only 10 percent of the hospitals cover house staff for dental services, 30 percent below the overall average. The state-owned hospitals also fall well below the mean: 17 percent provide coverage to house staff and dependents, and three percent cover only the house staff. These low figures may be contrasted with hospitals in the Northeast and West, private hospitals, and limited affiliates, which reflect about 50 percent participation in dental coverage.

Drug Prescriptions

Almost two-thirds of the responding hospitals include drug prescriptions in their health plans for house staff. Over half include the benefit for house staff and dependents. The prevalence of this benefit ranges from a low of 37 percent for house staff and dependent coverage in Veterans Administration

hospitals to 68 percent coverage among hospitals in the West and church-owned institutions.

Hospital Employee Health Service

Hospitals often make provisions for on-site health services for their employees at no charge. The data for this question suggest that this benefit is available to house staff in most hospitals surveyed (79 percent) but only about one-third include dependents in this benefit. This service is offered in over 90 percent of Northeastern hospitals, limited affiliates, and church-owned hospitals. State-owned institutions are the least likely to provide this service with a 57 percent participation rate for house staff.

Hospital Contribution to Health Insurance Premium

The scope of benefit coverage of a health plan is one way to assess its value. A second important measure is the amount of the premium contributed by the hospital. Table 51 presents the percentage of hospitals which pay the full cost, part of the cost, or none of the cost of the insurance premium. Nationwide, 73 percent of the hospitals contribute the full cost of the premium for house staff, and only two percent provide none of the cost. The corresponding figures for dependents are 57 percent paying the full cost and 14 percent providing no financial contribution to the premium. The most dramatic deviations from the nationwide averages are at the Veterans Administration hospitals; 20 percent of these hospitals cover the full premium cost for house staff, and 12 percent provide full payment for dependents. At the other extreme, 100 percent of the hospitals in the private hospital categories (church-owned and other, nonprofit) cover at least a portion of the premium expenses for house staff and 94 percent pay part or all of the costs for dependents as well.

NON-HEALTH BENEFITS (Tables 52-58)

Data were collected for five non-health benefits provided to second year house staff: life insurance, disability insurance, parking, housing, and meals. The results are presented in Tables 52-56. The tables show the percentage of hospitals contributing the full cost, part of the cost, or none of the cost of the five benefits.

Life Insurance

More than three-fourths of the responding hospitals reported life insurance as a benefit at no or partial cost to second year residents. The frequency of this benefit, however, varies significantly by type of hospital. For example, three out of every four hospitals in the Northeast cover the full life insurance costs while only 16 percent of the Veterans Administration hospitals have similar coverage. In general, bed size has no strong relationship with life insurance coverage. Lower levels of coverage are found in closely affiliated hospitals, particularly university hospitals that are state-owned.

Disability Insurance

About half of the hospitals nationwide provide disability insurance at no cost to the second year resident. An additional 12 percent of the hospitals share the disability coverage costs with the house staff. Patterns in coverage among different types of hospitals are not as pronounced for disability insurance as they are for life insurance. The only group well below the mean for this benefit is the Veterans Administration hospitals, of which 39 percent pay part or all of the disability insurance premiums.

Parking

Most hospitals (88 percent) make provisions for parking for house staff at no cost or at a reduced rate. However, patterns among hospital groups for other benefits are not reflected for this benefit. For example, Veterans Administration hospitals generally do not rank high on other benefits, but 87 percent do offer free parking, the highest percentage of any of the hospital groups. Possibly, the availability of parking rather than financial considerations may be the most important determining factor in whether or not the benefit is available to house staff.

Housing

While free or low cost housing for house staff may not be as prevalent as it once was, one-fourth of the responding hospitals still indicate that subsidies are provided. It appears that Northeastern hospitals most often provide assistance (36 percent), while fewer than one in 10 Veterans Administration or state-owned hospitals provide support for housing.

Meals

Because several hospitals inquired during the past year about meals as a benefit, this year's survey included meals as a benefit category. The results show that one-third of the respondents provide free meals to their house staffs, and another 20 percent subsidize meal costs. Thus, slightly more than half provide meals at no cost or a reduced rate. Many hospitals qualified their answers to this question by indicating that the benefit is provided only when the house officer is on duty.

Annual Vacation

Tables 57-58 present hospital policies for vacation leave for first and second year residents. Hospitals were asked to indicate the number of weeks of annual vacation provided. The responses are grouped into three categories: two weeks, three weeks, and four or more weeks. All of the first year house staffs have at least two weeks vacation, and half have three or more. Not surprisingly, second year residents have more liberal annual leave with 81 percent of the hospitals reporting three or more weeks. Categorical differences were not extreme with the exception of the South which reported substantially less vacation leave than other regions and hospital groups.

Table 46

Health Benefits Provided to
House Staff and Dependents, Nationwide

Benefit	Benefit for	Number of Hospitals	Percentage
Hospitalization	House Staff and Dependents	275	85%
	House Staff Only	37	11
	Not Provided	12	4
	TOTAL	324	100%
Major Medical	House Staff and Dependents	262	81%
	House Staff Only	35	11
	Not Provided	26	8
	TOTAL	323	100%
Dental	House Staff and Dependents	105	32%
	House Staff Only	26	8
	Not Provided	192	60
	TOTAL	323	100%
Drug Prescriptions	House Staff and Dependents	186	57%
	House Staff Only	28	9
	Not Provided	109	34
	TOTAL	323	100%
Hospital Employee Health Service	House Staff and Dependents	99	31%
	House Staff Only	156	48
	Not Provided	67	21
	TOTAL	322	100%

Table 47

Health Benefits Provided to
House Staff and Dependents, By Geographic Region

Benefit	Benefit for	Geographic Region: Northeastern (N=134)	Southern (N=61)	Midwestern (N=88)	Western (N=41)	Nationwide (N=324)
Hospitalization	House Staff and Dependents	87%	70%	91%	85%	85%
	House Staff Only	9	23	7	13	11
	Not Provided	4	7	2	2	4
	TOTAL	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	87%	69%	79%	86%	81%
	House Staff Only	9	21	6	12	11
	Not Provided	4	10	15	2	8
	TOTAL	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	43%	7%	32%	39%	32%
	House Staff Only	10	3	4	17	8
	Not Provided	47	90	64	44	60
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	62%	38%	60%	68%	57%
	House Staff Only	7	15	5	12	9
	Not Provided	31	47	35	20	34
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	35%	27%	27%	32%	31%
	House Staff Only	58	38	46	39	48
	Not Provided	7	35	27	29	21
	TOTAL	100%	100%	100%	100%	100%

Table 48

Health Benefits Provided to
House Staff and Dependents, By Affiliation Relationship

Benefit	Benefit for	Affiliation Relationship: University-Owned (N=52)	Major Affiliate (N=223)	Limited Affiliate (N=41)	Nationwide (N=324)*
Hospitalization	House Staff and Dependents	83%	86%	78%	85%
	House Staff Only	11	10	20	11
	Not Provided	6	4	2	4
	TOTAL	100%	100%	100%	100%
Major Medical	House Staff and Dependents	83%	82%	73%	81%
	House Staff Only	9	11	15	11
	Not Provided	8	7	12	8
	TOTAL	100%	100%	100%	100%
Dental	House Staff and Dependents	23%	33%	37%	32%
	House Staff Only	4	8	17	8
	Not Provided	73	59	46	60
	TOTAL	100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	61%	54%	63%	57%
	House Staff Only	8	8	17	9
	Not Provided	31	38	20	34
	TOTAL	100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	28%	30%	37%	31%
	House Staff Only	39	49	56	48
	Not Provided	33	21	7	21
	TOTAL	100%	100%	100%	100%

* Includes eight unaffiliated hospitals.

Table 49

Health Benefits Provided to
House Staff and Dependents, By Hospital Ownership

Benefit	Benefit for	Hospital Ownership: State-Owned (N=36)	Municipally-Owned (N=29)	Church-Owned (N=34)	Other, Nonprofit (N=173)	Veterans Administrations (N=52)	Nationwide (N=324)
Hospitalization	House Staff and Dependents	75%	76%	91%	91%	73%	85%
	House Staff Only	19	21	6	8	14	11
	Not Provided	6	3	3	1	13	4
	TOTAL	100%	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	75%	69%	91%	85%	72%	81%
	House Staff Only	19	17	3	9	14	11
	Not Provided	6	14	6	6	14	8
	TOTAL	100%	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	17%	14%	47%	40%	20%	32%
	House Staff Only	3	21	3	9	4	8
	Not Provided	80	65	50	51	76	60
	TOTAL	100%	100%	100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	50%	42%	68%	66%	37%	57%
	House Staff Only	14	10	9	9	4	9
	Not Provided	36	48	23	25	59	34
	TOTAL	100%	100%	100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	29%	21%	44%	33%	20%	31%
	House Staff Only	28	48	47	53	49	48
	Not Provided	43	31	9	14	31	21
	TOTAL	100%	100%	100%	100%	100%	100%

Table 50

Health Benefits Provided to
House Staff and Dependents, By Hospital Bed Size

Benefit	Benefit for	Hospital Bed Size: 385 or Fewer (N=78)	386-512 (N=84)	513-695 (N=83)	696 or More (N=79)	Nationwide (N=324)
Hospitalization	House Staff and Dependents	91%	77%	84%	87%	85%
	House Staff Only	8	18	11	9	11
	Not Provided	1	5	5	4	4
	TOTAL	100%	100%	100%	100%	100%
Major Medical	House Staff and Dependents	85%	76%	82%	82%	81%
	House Staff Only	10	14	12	7	11
	Not Provided	5	10	6	11	8
	TOTAL	100%	100%	100%	100%	100%
Dental	House Staff and Dependents	33%	30%	34%	33%	32%
	House Staff Only	4	8	13	6	8
	Not Provided	63	62	53	61	60
	TOTAL	100%	100%	100%	100%	100%
Drug Prescriptions	House Staff and Dependents	50%	63%	57%	61%	57%
	House Staff Only	10	9	9	5	9
	Not Provided	40	28	34	34	34
	TOTAL	100%	100%	100%	100%	100%
Hospital Employee Health Service	House Staff and Dependents	24%	43%	22%	34%	31%
	House Staff Only	51	36	58	48	48
	Not Provided	25	21	20	18	21
		100%	100%	100%	100%	100%

Table 51

Hospital Contribution to Health Insurance Premium
for House Staff and Dependents

	House Staff			Dependents		
	Percentage of Hospitals Contributing					
	Full Cost of Premium	Part of Cost	None of Cost	Full Cost of Premium	Part of Cost	None of Cost
Nationwide (N=316)	73%	26%	2%	58%	29%	14%
Geographic Region						
Northeastern (N=128)	83	16	1	70	21	9
Southern (N=64)	55	39	6	22	40	38
Midwestern (N=84)	73	26	1	65	31	4
Western (N=40)	70	30	0	55	32	13
Affiliation Relationship						
University-Owned (N=45)	69	31	0	45	41	14
Major Affiliate (N=222)	69	28	3	57	28	14
Limited Affiliate (N=41)	95	5	0	68	18	13
Hospital Ownership						
State-Owned (N=30)	67	33	0	29	43	29
Municipally-Owned (N=27)	89	7	4	46	15	39
Church-Owned (N=33)	82	18	0	72	22	6
Other, Nonprofit (N=167)	88	12	0	76	19	6
Veterans Administration (N=59)	20	71	9	12	64	24
Hospital Bed Size						
385 or fewer (N=75)	77	23	0	57	35	9
386 - 512 (N=82)	76	20	5	58	20	22
513 - 695 (N=79)	81	19	0	69	17	13
696 or more (N=80)	58	40	3	46	43	11

Table 52

Non-Health Benefits Provided to
Second Year House Staff, Nationwide

Benefit	Hospital Contributes	Number of Hospitals	Percentage
Life Insurance	Full Cost	205	61%
	Part of Cost	63	19
	None of Cost	66	20
	TOTAL	334	100%
Disability	Full Cost	161	49%
	Part of Cost	40	12
	None of Cost	129	39
	TOTAL	330	100%
Parking	Full Cost	236	71%
	Part of Cost	55	17
	None of Cost	40	12
	TOTAL	331	100%
Housing	Full Cost	20	6%
	Part of Cost	60	18
	None of Cost	253	76
	TOTAL	333	100%
Meals	Full Cost	107	33%
	Part of Cost	64	20
	None of Cost	150	47
	TOTAL	321	100%

Table 53

Non-Health Benefits Provided to Second Year House Staff,
By Geographic Region

Benefit	Hospital Contributes	Geographic Region: Northeastern (N=136)	Southern (N=90)	Midwestern (N=90)	Western (N=44)	Nationwide (N=334)
Life Insurance	Full Cost	74%	58%	53%	46%	61%
	Part of Cost	15	20	18	30	19
	None of Cost	11	22	29	25	20
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	57%	47%	43%	37%	49%
	Part of Cost	12	14	8	19	12
	None of Cost	31	39	49	44	39
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	67%	72%	77%	72%	71%
	Part of Cost	23	14	13	9	17
	None of Cost	10	14	10	19	12
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	8%	6%	6%	0%	6%
	Part of Cost	28	5	15	14	18
	None of Cost	64	89	79	86	76
	TOTAL	100%	100%	100%	100%	100%
Meals	Full Cost	29%	18%	47%	42%	33%
	Part of Cost	24	13	23	12	20
	None of Cost	47	69	30	46	47
	TOTAL	100%	100%	100%	100%	100%

Table 54

Non-Health Benefits Provided to Second Year House Staff,
By Affiliation Relationship

Benefit	Hospital Contributes	Affiliation Relationship: University-Owned (N=52)	Major Affiliate (N=232)	Limited Affiliate (N=42)	Nationwide (N=334)*
Life Insurance	Full Cost	50%	62%	71%	61%
	Part of Cost	23	21	5	19
	None of Cost	27	17	24	20
	TOTAL	100%	100%	100%	100%
Disability	Full Cost	42%	49%	54%	49%
	Part of Cost	23	12	2	12
	None of Cost	35	39	44	39
	TOTAL	100%	100%	100%	100%
Parking	Full Cost	46%	75%	81%	71%
	Part of Cost	19%	16%	17%	17%
	None of Cost	35	9	2	12
	TOTAL	100%	100%	100%	100%
Housing	Full Cost	2%	7%	5%	6%
	Part of Cost	6	18	28	18
	None of Cost	92	75	67	76
	TOTAL	100%	100%	100%	100%
Meals	Full Cost	28%	28%	56%	33%
	Part of Cost	10	21	28	20
	None of Cost	62	51	16	47
	TOTAL	100%	100%	100%	100%

* Includes eight unaffiliated hospitals.

Table 55

Non-Health Benefits Provided to Second Year House Staff,
By Hospital Ownership

Benefit	Hospital Contributes	Hospital Ownership: State-Owned (N=36)	Municipally-Owned (N=29)	Church-Owned (N=34)	Other, Nonprofit (N=173)	Veterans Administrations (N=62)	Nationwide (N=334)
Life Insurance	Full Cost	45%	62%	68%	80%	16%	61%
	Part of Cost	22	10	3	7	61	19
	None of Cost	33	28	29	13	23	20
	TOTAL	100%	100%	100%	100%	100%	100%
Disability	Full Cost	33%	39%	56%	59%	28%	49%
	Part of Cost	28	7	3	12	11	12
	None of Cost	39	54	41	29	61	39
	TOTAL	100%	100%	100%	100%	100%	100%
Parking	Full Cost	55%	71%	81%	67%	87%	71%
	Part of Cost	17	18	16	21	5	17
	None of Cost	28	11	3	12	8	12
	TOTAL	100%	100%	100%	100%	100%	100%
Housing	Full Cost	3%	0%	6%	9%	3%	6%
	Part of Cost	8	29	25	23	2	18
	None of Cost	89	71	69	68	95	76
	TOTAL	100%	100%	100%	100%	100%	100%
Meals	Full Cost	18%	52%	55%	34%	21%	33%
	Part of Cost	18	15	23	26	6	20
	None of Cost	64	33	22	40	73	47
	TOTAL	100%	100%	100%	100%	100%	100%

Table 56

Non-Health Benefits Provided to Second Year House Staff,
By Hospital Bed Size

Benefit	Hospital Provides	Hospital Bed Size: 385 or Fewer (N=78)	386-512 (N=87)	513-695 (N=83)	696 or More (N=86)	Nation-wide (N=334)
Life Insurance	Full Cost	64%	67%	64%	51%	61%
	Part of Cost	18	14	13	30	19
	None of Cost	18	19	23	19	20
	TOTAL	100%	100%	100%	100%	100%
Disability	Full Cost	49%	48%	50%	48%	49%
	Part of Cost	17	10	9	13	12
	None of Cost	34	42	41	39	39
	TOTAL	100%	100%	100%	100%	100%
Parking	Full Cost	61%	81%	66%	77%	71%
	Part of Cost	25	7	21	14	17
	None of Cost	14	12	13	9	12
	TOTAL	100%	100%	100%	100%	100%
Housing	Full Cost	5%	7%	7%	5%	6%
	Part of Cost	13	15	26	19	18
	None of Cost	82	78	67	76	76
	TOTAL	100%	100%	100%	100%	100%
Meals	Full Cost	19%	39%	40%	35%	33%
	Part of Cost	25	14	25	17	20
	None of Cost	56	47	35	48	47
	TOTAL	100%	100%	100%	100%	100%

Table 57

Annual Vacation Provided to First Year House Staff

	Two Weeks*	Three Weeks	Four Weeks or More	Total
	Percentage of Hospitals			
Nationwide (N=324)	51%	32%	17%	100%
Geographic Region				
Northeastern (N=133)	42	29	29	100
Southern (N=64)	66	28	6	100
Midwestern (N=84)	53	43	4	100
Western (N=43)	49	28	23	100
Affiliation Relationship**				
University-Owned (N=48)	46	37	17	100
Major Affiliate (N=225)	52	31	17	100
Limited Affiliate (N=43)	53	33	14	100
Hospital Ownership				
State-Owned (N=34)	50	29	21	100
Municipally-Owned (N=27)	48	30	22	100
Church-Owned (N=32)	56	25	19	100
Other, Nonprofit (N=168)	47	38	15	100
Veterans Administration (N=63)	59	24	17	100
Hospital Bed Size				
385 or fewer (N=78)	48	28	24	100
386 - 512 (N=86)	57	35	8	100
513 - 695 (N=76)	50	30	20	100
696 or more (N=84)	47	36	17	100

* Includes one hospital reporting less than two weeks vacation time.

** Includes eight unaffiliated hospitals.

Table 58

Annual Vacation Provided to Second Year House Staff

	Two Weeks*	Three Weeks	Four Weeks or More	Total
	Percentage of Hospitals			
Nationwide (N=326)	19%	57%	24%	100%
Geographic Region				
Northeastern (N=133)	14	51	35	100
Southern (N=64)	42	45	13	100
Midwestern (N=85)	13	73	14	100
Western (N=44)	11	64	25	100
Affiliation Relationship**				
University-Owned (N=48)	19	56	25	100
Major Affiliate (N=227)	18	59	23	100
Limited Affiliate (N=43)	26	51	23	100
Hospital Ownership				
State-Owned (N=34)	21	56	23	100
Municipally-Owned (N=29)	34	38	28	100
Church-Owned (N=32)	12	69	19	100
Other, Nonprofit (N=168)	15	60	25	100
Veterans Administration (N=63)	22	56	22	100
Hospital Bed Size				
385 or fewer (N=78)	19	53	28	100
386 - 512 (N=86)	21	64	15	100
513 - 695 (N=78)	17	58	25	100
696 or more (N=84)	18	55	27	100

* Includes one hospital reporting less than two weeks vacation time.

** Includes eight unaffiliated hospitals.

CHAPTER THREE

HOUSE STAFF FUNDING

HOSPITAL EXPENDITURES (Tables 59-61)

As has been done in previous years, this year's survey requested information on total hospital expenditures for residency and clinical fellow stipends and benefits. Residency expenditures for 1979-80 averaged $2,583,353 per hospital. Total expenditures for all 329 responding hospitals were $849,923,137. Clinical fellow stipend and benefit expenditures per hospital averaged $428,199. Based on 137 hospitals reporting clinical fellow expenditures, total expenditures for 1979-80 were $58,663,263. Of the total expenditures for house staff, approximately 86 percent were attributable to stipend payments and 14 percent to benefits.

The level of expenditures varied by hospital group. For residency training, university-owned and municipally-owned hospitals had the highest mean expenditures -- $4,502,255 and $4,297,369 respectively for 1979-80. However, as a percentage of the hospital's operating budget, state-owned institutions ranked first with a mean of 7.0 percent. The second ranking group, university-owned hospitals (6.6 percent), is not surprising given that two-thirds of the university-owned hospitals are also state-owned. Clinical fellow expenditures followed patterns similar to residency expenditures. University-owned hospital mean expenditures were highest ($862,725) followed by hospitals in the 696 or more bed size category ($763,751), and hospitals in the West ($671,008).

FUNDING SOURCES (Tables 62-64)

Previous surveys have presented sources of funds for house staff expenditures in non-federal hospitals on a nationwide basis. This year the analysis is expanded

to include sources of funds for resident stipends and benefits by hospital affiliation and by hospital ownership categories.

The nationwide figures suggest that patient revenues continue to be the predominant source of house staff funding. Almost 80 percent came from this source in 1979-80, a four percent increase over 1978-79. State and municipal appropriations represent almost half of the remaining funds, although as a percent of the total, these sources decreased two percent from 1978-79 to 1979-80.

Sources of funds for clinical fellows experienced minor shifts since last year. Patient revenues remained the major source (54 percent); NIH and other federal agency funding totaled 16.7 percent compared to 15.7 percent in 1978-79; and Veterans Administration funding as a percent of the total fell from five to three percent.

When examined by affiliation and hospital ownership, sources of funds for house staff training vary substantially. University-owned hospitals rely less on patient revenue and municipal appropriations but more on medical school/university funds compared to the nationwide averages. State-owned and municipally-owned hospitals also depend less on patient care revenue; however, both state-owned and particularly municipally-owned institutions receive a sizeable portion of their funding from government appropriations. Finally, the private hospitals (church-owned and other, nonprofit) receive their funding almost exclusively from patient revenue. Thus, patterns of financing house staff expenditures vary by type of hospital. However, all groups depend on multiple sources of financing with patient care revenues as the predominant source.

Table 59

Average Hospital Expenditures for Resident Stipends and Fringe Benefits 1979-80

Hospital Category	Number of Hospitals	Expenditures for Residents' Stipends and Fringe Benefits	
		Mean	Median
All Responding Hospitals	329	$2,583,353	$1,741,464
by Geographic Region			
Northeastern	141	2,376,845	1,606,338
Southern	66	2,464,554	1,810,000
Midwestern	89	2,597,255	1,644,609
Western	45	3,366,051	1,996,979
by Affiliation Relationship			
University-Owned	53	4,502,255	4,222,933
Major Affiliate	227	2,344,616	1,551,678
Limited Affiliate	41	1,486,400	1,337,687
by Hospital Ownership			
State-Owned	36	4,129,810	3,792,084
Municipally-Owned	28	4,297,369	2,855,700
Church-Owned	34	2,070,894	1,533,244
Other, Nonprofit	164	2,411,621	1,587,000
Veterans Administration	67	1,716,529	1,374,761
by Bed Size			
385 or Fewer	77	1,672,483	1,177,611
386 - 512	86	2,128,589	1,364,236
513 - 695	79	2,415,792	1,756,686
696 or More	87	3,991,216	2,902,422

Table 60

Average Hospital Expenditures for Clinical Fellow Stipends and Fringe Benefits 1979-80

Hospital Category	Number of Hospitals*	Expenditures for Clinical Fellows' Stipends and Fringe Benefits	
		Mean	Median
All Responding Hospitals	137	$428,199	$187,690
by Geographic Region			
Northeastern	63	340,421	132,478
Southern	15	277,603	185,327
Midwestern	38	498,986	241,384
Western	21	671,008	203,547
by Affiliation Relationship			
University-Owned	22	862,725	406,323
Major Affiliate	90	356,277	151,883
Limited Affiliate	20	174,307	115,659
by Hospital Ownership			
State-Owned	16	591,620	406,323
Municipally-Owned	7	252,705	216,804
Church-Owned	16	269,935	111,807
Other, Nonprofit	80	464,725	188,820
Veterans Administration	18	329,525	177,616
by Bed Size			
385 or Fewer	40	359,309	206,507
386 - 512	36	164,570	111,807
513 - 695	28	470,092	141,737
696 or More	33	763,751	365,817

* Includes only those hospitals that reported expenditures for clinical fellows.

Table 61

Residents' Stipends and Benefits as a Percentage of Hospital's Total Operating Budget, 1979-80

	Number of Hospitals	Percentage of Hospital Budget			
		25th Percentile	Median	Mean	75th Percentile
All Responding Hospitals	297	2.7%	3.6%	4.1%	5.1%
Geographic Region					
Northeastern	119	2.6	3.5	4.0	5.0
Southern	58	2.7	4.0	4.5	5.8
Midwestern	81	2.5	3.4	3.9	4.5
Western	39	2.0	3.8	4.4	6.0
Affiliation Relationship					
University-Owned	47	4.6	6.3	6.6	8.0
Major Affiliate	207	2.5	3.5	3.8	4.7
Limited Affiliate	36	2.0	2.7	3.0	3.5
Hospital Ownership					
State-Owned	32	4.7	6.3	7.0	8.6
Municipally-Owned	26	4.5	5.6	5.6	6.5
Church-Owned	25	2.4	3.0	3.2	3.5
Other, Nonprofit	151	2.3	3.4	3.6	4.1
Veterans Administration	63	2.9	3.4	3.7	4.4
Hospital Bed Size					
385 or Fewer	69	3.0	3.7	4.7	6.0
386 - 512	76	2.3	3.6	4.0	5.0
513 - 695	71	2.5	3.4	3.8	4.3
696 or More	81	2.7	3.6	4.1	5.5

Table 62

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of House Staff Stipends and Fringe Benefits, Nationwide, 1979-80*

Funding Source	Source of Revenue as Percent of Total Funding	
	Resident	Clinical Fellows
Patient Revenues and General Operating Appropriations	79.56%	54.04%
State Appropriations Earmarked for House Staff Expenses	2.81	1.21
Municipal Appropriations Earmarked for House Staff Expenses	5.90	0.04
Veterans Administration Appropriations	1.68	2.96
Physician Fee Revenue	0.65	6.86
Medical School/University Funds	2.92	5.60
NIH	0.49	14.69
Federal Agencies other than NIH, VA	1.00	2.04
Endowment Income, Foundation Grants, Voluntary Agencies	0.09	7.51
Other	4.90	5.04
TOTAL	100.00%	100.00%
Number of Hospitals	260	119

* Excludes federal hospitals.

Table 63

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Resident Stipends and Fringe Benefits By Hospital Affiliation, 1979-80*

Funding Source	Source of Revenue as Percent of Total Funding		
	University-Owned	Major Affiliate	Limited Affiliate
Patient Revenues and General Operating Appropriations	67.90%	84.00%	83.84%
State Appropriations Earmarked for House Staff Expenses	5.53	1.56	1.03
Municipal Appropriations Earmarked for House Staff Expenses	0.85	9.10	4.44
Veterans Administration Appropriations	4.44	0.40	0.76
Physician Fee Revenue	0.90	0.62	0.34
Medical School/University Funds	6.85	1.16	1.52
NIH	1.01	0.21	0.43
Federal Agencies other than NIH, VA	2.47	0.20	1.83
Endowment Income, Foundation Grants, Voluntary Agencies	0.14	0.08	0.10
Other	9.91	2.67	5.71
TOTAL	100.00%	100.00%	100.00%
Number of Hospitals	53	162	37

* Excludes federal hospitals.

Table 64

Percentage Distribution of Funding Sources Used to Pay Hospital Costs of Resident Stipends and Fringe Benefits By Hospital Ownership, 1979-80*

Funding Source	Source of Revenue as Percent of Total Funding			
	State-Owned	Municipally-Owned	Church-Owned	Other, Nonprofit
Patient Revenues and General Operating Appropriations	61.67%	60.57%	95.32%	89.13%
State Appropriations Earmarked for House Staff Expenses	7.84	2.02	2.60	1.20
Municipal Appropriations Earmarked for House Staff Expenses	3.14	30.98	0.00	0.56
Veterans Administration Appropriations	7.80	0.00	0.00	0.17
Physician Fee Revenue	1.15	0.26	0.00	0.69
Medical School/University Funds	4.74	1.60	0.69	3.01
NIH	1.12	0.01	0.38	0.42
Federal Agencies other than NIH, VA	1.45	0.04	0.05	1.28
Endowment Income, Foundation Grants, Voluntary Agencies	0.18	0.01	0.00	0.10
Other	10.91	4.52	0.96	3.44
TOTAL	100.00%	100.00%	100.00%	100.00%
Number of Hospitals	36	27	33	164

* Excludes federal hospitals.

APPENDIX A

Questionnaire
for the
1980 COTH Survey of House Staff Stipends,
Benefits, and Funding

COTH SURVEY OF HOUSE STAFF STIPENDS, BENEFITS, AND FUNDING

April, 1980

Name of Hospital _____

A. House Staff Funding

1. What is the minimum cash stipend per year?
   1980-81 stipends are estimated: YES _____ NO _____

	1980-81	1979-80
1st Post-MD Year	$ _____	$ _____
2nd Post-MD Year	$ _____	$ _____
3rd Post-MD Year	$ _____	$ _____
4th Post-MD Year	$ _____	$ _____
5th Post-MD Year	$ _____	$ _____
6th Post-MD Year	$ _____	$ _____

2. How large is the stipend differential paid to the chief resident in: Medicine? $+_____ Surgery? $+_____
   Pediatrics? $+_____ OB-GYN? $+_____

3. What sources are used to pay the costs of the 1979-80 stipends and fringe benefits **for house staff at your hospital**?

	Interns/Residents	Clinical Fellows
a. Patient revenues and **general** operating appropriations for the hospital	$ _____	$ _____
b. State appropriations **earmarked** for house staff expenses	$ _____	$ _____
c. Municipal appropriations **earmarked** for house staff expenses	$ _____	$ _____
d. Veterans Administration appropriations	$ _____	$ _____
e. Physician fee revenue	$ _____	$ _____
f. Medical school/university funds	$ _____	$ _____
g. NIH	$ _____	$ _____
h. Other federal agencies	$ _____	$ _____
i. Endowment income/foundation grants/voluntary agencies	$ _____	$ _____
j. Other (specify) _____	$ _____	$ _____
k. Other (specify) _____	$ _____	$ _____
l. TOTAL	$ _____	$ _____

4. Based on the amount enumerated in question 3 above, the following is the estimated total dollars to be spent on stipends and fringe benefits in 1979-80:

	Intern/Residents	Clinical Fellows
a. Stipends	$ _____	$ _____
b. Fringe Benefits (including FICA and other insurance)	$ _____	$ _____
c. TOTAL (should be the same as 3(l) above)	$ _____	$ _____

5. What percentage of the hospital's total operating budget is the amount given in question 4(c) above? Interns/Residents _____ %
   Clinical Fellows _____ %

B. House Staff Benefits

6. What percentage of the costs for health insurance premiums does your hospital contribute? House Staff _____ %
   Dependents _____ %

Check those health benefits covered:

	House Staff	Dependents
a. Hospitalization including inpatient physician services	_____	_____
b. Major medical including at least a portion of outpatient services	_____	_____
c. Dental services	_____	_____
d. Prescription drugs	_____	_____
e. Hospital employee health services program	_____	_____

(over)

B. House Staff Benefits (cont.)

7. Please check below to indicate whether the following benefits are provided to 2nd year house officers.

	Hospital Provides at No Cost	Hospital Provides at Reduced Rate	Hospital Does Not Provide
a. Life Insurance			
b. Malpractice Insurance			
c. Disability Insurance			
d. Parking			
e. Housing			
f. Meals			

8. How many weeks do house officers receive as vacation during a year?
   a. 1st year house officers: _____ weeks
   b. 2nd year house officers: _____ weeks

C. Minority Placements

9. How many of the house officers at your hospital are U.S.-born members of these minorities?

	Black American		American Indian		Mexican American		Mainland Puerto Rico	
	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total	1st Yr.	Total
Family Practice								
Medical Specialties								
Surgical Specialties								
Other Specialties								

10. Has your hospital been affected by Federal Government regulations limiting the number of foreign medical graduates permitted to enter the United States?
    a. YES _____
    b. NO _____

    If yes, what has your hospital done in response?
    _____ Recruited more U.S. trained house staff
    _____ Reduced house staff size
    _____ Employed salaried physicians
    _____ Submitted application for substantial disruption waiver
    _____ Plan to submit application for substantial disruption waiver
    _____ Have made no changes
    _____ Other (specify) _____

D. CLINICAL PROGRAMS FOR U.S. CITIZENS WHO HAVE STUDIED ABROAD

	Yes	No
11. a. Does your hospital have any arrangement with a medical school outside the U.S. or Canada for required, basic clerkships?		
If yes, indicate which clerkships and how many students in each _____		
b. Does your hospital provide any clinical electives for U.S. citizens who are enrolled in a medical school outside the U.S. or Canada?		
If yes, how many students participate? _____		
12. Does your hospital provide a year of supervised clinical training for students in a fifth pathway program from:		
a. A Mexican Medical school		
If yes, how many students participate? _____		
b. Any other school outside the U.S. or Canada		
If yes, how many students participate? _____		

c. Which of the following are entrance requirements (check as many as applicable)
ECFMG _____ NBME _____ FLEX _____ Other (specify) _____

13. How many residents at your institution are U.S. citizens who completed their undergraduate medical school training outside the U.S. or Canada? _____
Of these, how many are: Fifth Pathway Graduates _____
ECFMG certified _____

14. Person to contact for questions about this questionnaire: _____
Area Code and Telephone Number: _____

Please complete and return by May 30, 1980 to:
Department of Teaching Hospitals, Association of American Medical Colleges
One Dupont Circle, N.W. • Suite #200 • Washington, D.C. 20036

Appendix B: Response Rates for 1980 Survey of House Staff Stipends, Benefits, and Funding

Hospital Category	Number of Responding Hospitals	Number of COTH Members	Response Rate
Total Membership	342	407	84%
Geographic Region			
Northeastern	137	166	83
Southern	69	81	85
Midwestern	91	106	86
Western	45	54	83
Affiliation Relationship			
University-Owned	54	64	84
Major Affiliate	237	283	84
Limited Affiliate	43	50	86
Unaffiliated	8*	10	80
Hospital Ownership			
State-Owned	38	45	84
Municipally-Owned	29	37	78
Church-Owned	34	44	77
Other, Nonprofit	173	205	84
Veterans Administration	68	73	93
Miscellaneous	**	3	**
Hospital Bed Size			
385 or Fewer	82	100	82
386 - 512	89	103	86
513 - 695	83	102	81
696 or More	88	102	86

* Data from these responding hospitals are not reported separately in the tables, but are included in the nationwide figures.
** Not included in the survey.

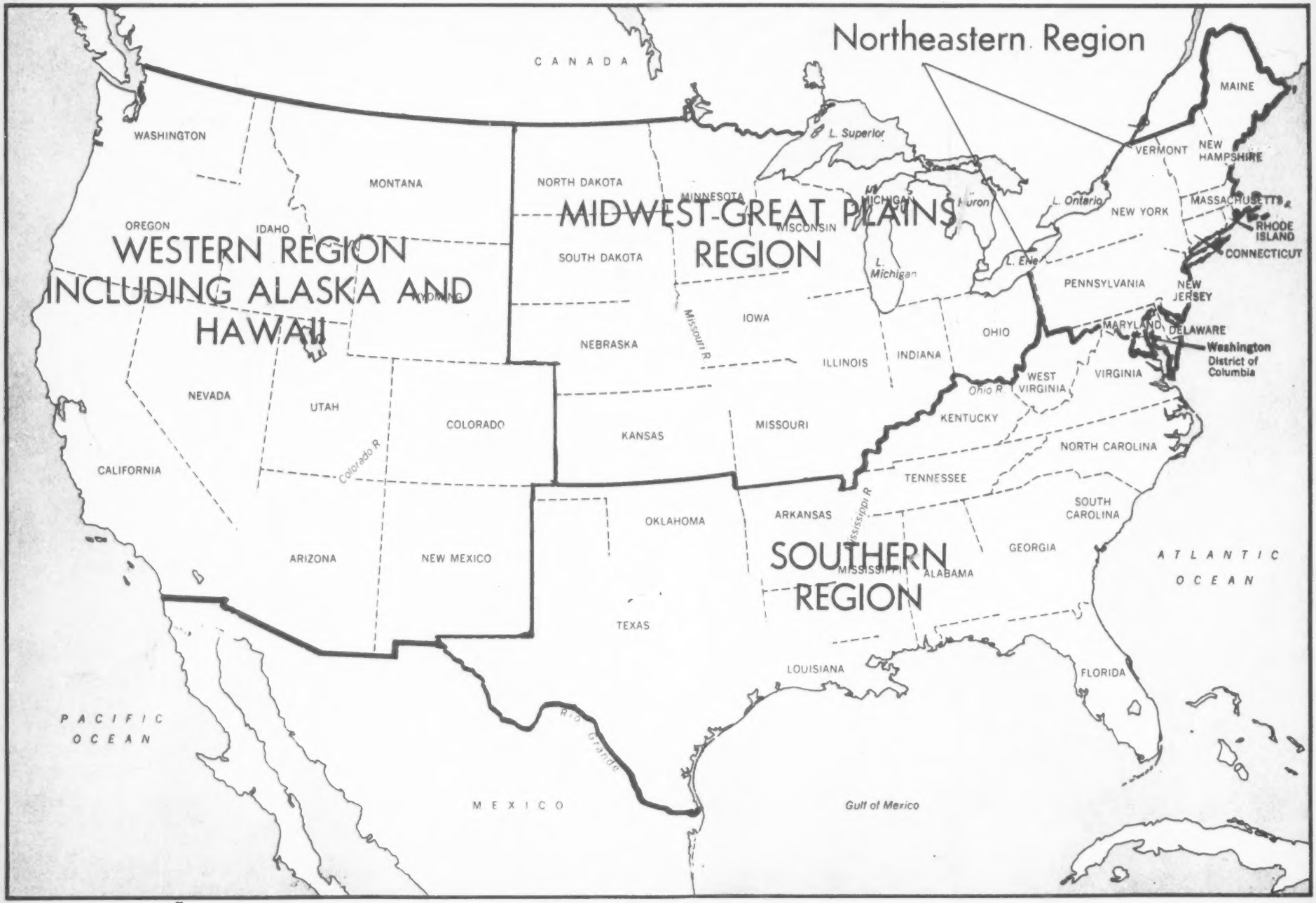
Appendix C: Dollar and Percentage Increases in Mean House Staff Stipends: 1969-1981

Academic Calendar Year	Mean 1st Post-MD Yr Stipend	Dollar Increase Over Previous Year	Percentage Increase Over Previous Year
1969-70	$ 7,325		
1970-71	8,115	$ 790	10.8%
1971-72	9,198	1,083	13.3
1972-73	9,698	500	5.4
1973-74	10,114	416	4.3
1974-75	10,692	578	5.7
1975-76	11,685	993	9.2
1976-77	12,371	686	5.9
1977-78	13,145	774	6.3
1978-79	13,904	759	5.8
1979-80	14,811	907	6.5
1980-81	16,017	1,206	8.1*

* This figure is higher than the 7.8 percent in Table 2 because the increase reported here is based on the 1979-80 mean stipend for hospitals responding to last year's survey. The 7.8 figure is based on the 1979-80 mean stipend for hospitals responding to this year's survey.

APPENDIX D

Map of COTH Regions


Northeastern Region
MIDWEST-GREAT PLAINS REGION
WESTERN REGION INCLUDING ALASKA AND HAWAII
SOUTHERN REGION
CANADA
WASHINGTON
OREGON
IDAHO
MONTANA
NORTH DAKOTA
SOUTH DAKOTA
MINNESOTA
WISCONSIN
MICHIGAN
L. Superior
L. Michigan
Huron
L. Ontario
L. Erie
NEW YORK
VERMONT
NEW HAMPSHIRE
MAINE
MASSACHUSETTS
RHODE ISLAND
CONNECTICUT
PENNSYLVANIA
NEW JERSEY
MARYLAND
DELAWARE
Washington District of Columbia
WYOMING
NEBRASKA
IOWA
Missouri R.
ILLINOIS
INDIANA
OHIO
WEST VIRGINIA
VIRGINIA
Ohio R.
NEVADA
UTAH
COLORADO
KANSAS
MISSOURI
KENTUCKY
NORTH CAROLINA
CALIFORNIA
Colorado R.
TENNESSEE
SOUTH CAROLINA
OKLAHOMA
ARKANSAS
Mississippi R.
GEORGIA
ATLANTIC OCEAN
ARIZONA
NEW MEXICO
MISSISSIPPI
ALABAMA
TEXAS
LOUISIANA
FLORIDA
PACIFIC OCEAN
Rio Grande
MEXICO
Gulf of Mexico